

Ohio Senate Advice and Consent Trustee Appointment Questionnaire

Name: Lidia Bosek Ebersole

Institution Being Appointed to:

The University of Toledo

1. Are you a graduate of or do any of your dependents attend the institution to which you are being appointed as trustee?

Yes, Graduate of the University of Toledo College of Law

2. What is your position on the First Amendment rights of faculty, staff, and students, and how will you balance this with promoting diversity of thought on campus?

Universities should promote the right to free speech and free thinking. This right applies to students and faculty and has to be carefully enforced when it comes to promoting diversity of thought, so that neither the students nor professors feel like they cannot express their opinions by the mere fact that they don't align with the majority view or the faculty/staff views.

3. In your opinion, what are three current significant issues affecting higher education?

- 1) Changing demographics -- not as many students to recruit as before due to lower birth rate;
- 2) Expenditures increasing at a higher rate than before;
- 3) Many high school graduates do not believe that higher education will give them better earning power.

4. Do you feel comfortable presenting new or alternative solutions to issues presented to the Board of Trustees ("Board") by the president or other trustees of the institution to which you are being appointed?

Yes

5. What are some ideas you plan to propose to reduce the overall cost of higher education?

At this point, I do not feel that I have sufficient background information, financial information, or information about the Administration of the University of Toledo, to propose reasonable ideas. This will require detailed study of recent enrollment and retention trends, as well as expenditures; consultation with other Trustees and the Administration, and individualized plan that fits the University of Toledo in particular.

6. What thoughts do you have on faculty tenure, post-tenure review, and annual faculty performance reviews?

I would need to review current standards for faculty tenure, post-tenure review, and annual faculty performance reviews. It is important to understand, however, that the professors are not shielded from review by mere reason of tenure.

7. What are your thoughts on ways to increase graduation rates at the institution to which you have been appointed?

First, I would commit to reviewing and understanding graduation rates, including graduation trends, challenges that students face, and reasons for not graduating. Only then can I develop reasoned thoughts on ways to increase graduation rates.

8. Is higher education in Ohio addressing the current and future workforce needs of our state, and how can the institution you have been appointed to better address these workforce challenges?

In large part, higher education in Ohio addresses the current workforce needs of our state. The challenges mentioned in point 3 above, AI, and other technology advancements result in the changes of workforce needs. The University of Toledo will better address workforce needs by constantly staying aware and prepared to respond to the changes of those needs.

9. In your view, who are you ultimately responsible to serve as a trustee of the institution you have been appointed to: the president, Board chairperson, or taxpayers of Ohio?

The taxpayers (and students of the University of Toledo).